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**EDUCATION**

**1977-1978** University of Wisconsin-Madison  
M.S. Industrial Relations (Major Emphasis-Collective Bargaining)

**1971-1973** State University of New York-Oneonta  
B.S. Political Science

**PROFESSIONAL AFFILIATIONS**

**Arbitration Rosters** ; California, New York State, New Jersey (2), Wisconsin,, Hawaii, Nevada, Nebraska, Oregon, Nebraska, Maryland, Washington D.C., Kansas, Maine, Pennsylvania, Illinois, NY/NJ Port Authority.

**WORK EXPERIENCE**

**2013-Present**- Substitute teacher (Wausau, D.C. Everest, and Mosinee School Districts)

**2005-Present** Adjunct Faculty-Upper Iowa University- Instructing undergraduate labor relations course

**2008-2009** Public Sector Employer Representative-Represented several public sector employers in both interest and grievance arbitrations

**1986-2006** Staff Representative Wisconsin Council 40, American Federation of State County and Municipal Employees (AFSCME) - Negotiation and administrative advocacy for bargaining units. Acted as principal representative in over 200 arbitration cases

**FEE SCHEDULE**

**PER DIEM:** \$1400 per eight (8) hour day of part thereof for hearing preparation and travel. Research and preparation is prorated based upon eight (8) hour day. Travel outside the hearing date is prorated at the per diem rate. Mediation, fact-finding, facilitation: \$1400 per 8 hour day. Mileage charged at the IRS rate. Airfare, meals charged accordingly. **CANCELLATION POLICY:** \$1400 if the scheduled hearing is cancelled with notice of less than fourteen (14) days, \$700 if less than twenty-eight (28) days. Rescheduling fee: \$400 if less than fourteen (14) days,